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poa!
internet

POA! INTERNET
MANAGING DIRECTOR – KENYA





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ABOUT POA! INTERNET



**AFRICA'S
FASTEST GROWING
COMPANIES 2023**

Poa Internet is a multiple award winning, Kenyan based internet service provider at the forefront of providing internet connectivity into underserved communities throughout Africa.

Founded in 2015 and based in Nairobi, Kenya, Poa Internet has seen rapid growth, recently joining the Financial Times' list of Africa's fastest growing companies. In 2022, they

completed a Series C financing round with investors including Africa50, Novastar Ventures, DFC and BIO. Thanks to this ongoing success, exponential growth, and further investment, they now require a Managing Director to drive the Kenyan business forward against their investment plans while the business also expands outside of Kenya.

Ultimately, Poa's goal is to facilitate high quality, affordable internet services into every home in Africa, and as such they have developed a proprietary platform that revolutionises internet delivery to provide reliable, pre-paid, home, and public internet services at an incredibly affordable price.

TITLE:
MANAGING DIRECTOR – KENYA

REPORTING TO:
CHIEF OPERATING OFFICER

LOCATION:
NAIROBI, KENYA

DIMENSIONS OF THE ROLE:

Key Responsibilities for this role:

- To deliver on (or exceed) the strategic plan set by the Board and Group Leadership, ultimately continuing to drive aggressive profitable growth across Kenya while retaining alignment with the broader group strategy
- To make effective and timely decisions with an end to end understanding of each decision's short- and long-term consequences, facilitating a national rollout of services while sustainably optimising key financial and operational KPIs (E.g., Profitability, unit economics, customer and employee satisfaction)
- To lead the Kenya Management Team to cohesively deliver against the strategic plan
- To continually develop the Kenyan Management Team, driving accountability while providing support where needed; continue to build a culture that best allows effective input from each member with an objective, inclusive basis for decision making
- To communicate the strategic vision, key decisions, and performance/cultural expectations to the wider Kenyan team
- To prepare, gain acceptance for, and monitor the implementation of the annual Kenyan budget and business plan, ensuring targets are met and report progress and variances to the Group Leadership & Board
- To represent the company in negotiations with customers, suppliers, government departments and other key external stakeholders to drive favourable arrangements and minimise regulatory risk
- To oversee the preparation of the annual report and accounts of the company and ensure their approval by the board
- To act with integrity and live by the values that are reflective of Poa, cascading these values throughout the organisation

MEASURES OF SUCCESS:

Key measures of success within the first two years:

- Poa Kenya has fully deployed and is profitably operating across key urban areas
- Annualised Revenues have grown by over 300%+
- Annualised EBITDA has grown by over 1000%+
- Customer Unit Economics have been maintained or improved in terms of both Payback Period and Customer Lifetime Value
- Poa Kenya has industry leading Customer NPS
- Poa Kenya has industry leading Employee NPS

SKILLS AND QUALIFICATIONS

To apply for this role, please ensure that you have the following skills and experience:

- More than 10 years' relevant leadership experience, demonstrating high standards in operational general management
- Proven experience working in a business that has successfully navigated scale up, playing a critical role in the journey
- Substantive experience within a B2C technology services company, ideally in telecoms
- A strong understanding of financial management
- Experience in the building and development of a leadership team, helping senior colleagues and the wider team operate effectively and continually improve, ideally in Kenya
- Process driven, with a curious appetite and desire to optimise structures and introduce further efficiency
- High level of cultural awareness with the explicit understanding of Kenya
- Purpose minded and specifically engaged with Poa Internet's intention to accomplish something that is meaningful and makes a positive difference
- Board level gravitas
- Ability to clearly and transparently communicate at all levels of the organisation

Please send your CV and contact details to Conor O'Callaghan or Joe Sharpe who will contact you to discuss your application in more detail.



Contact: Conor O'Callaghan

Email: conor@millarcameron.com

Phone: +44 1865 657060



Contact: Joe Sharpe

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Phone: +44 2038 000 306



WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.

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